

EMPLOYMENT OPPORTUNITY ANNOUNCEMENT

DEPARTMENTS OF THE ARMY AND AIR FORCE
OFFICE OF THE ADJUTANT GENERAL
NORTH CAROLINA NATIONAL GUARD
HUMAN RESOURCES OFFICE
4105 REEDY CREEK ROAD
RALEIGH, NORTH CAROLINA 27607-6410

ANNOUNCEMENT #: ARNGT 04-040

OPENING DATE: 20 February 2004

CLOSING DATE: 8 march 2004

ANTICIPATED FILL DATE: 11 Apr 04

POSITION TITLE AND NUMBER

Force Integration Readiness Analyst (EI),
PDCN R8680000 MD#: 1423-721L

UNIT/ACTIVITY AND DUTY LOCATION

J3 (DCSOPS), NCARNG
Raleigh, North Carolina

GRADE AND SALARY (Includes Locality Pay of 10.09%)

GS-0301-11 \$48,022.00 - \$62,429.00 per annum

EMPLOYMENT STATUS

Excepted Service

WHO CAN APPLY: The area of consideration for this announcement is **STATEWIDE**. Applications will only be accepted from current Excepted employees of the North Carolina Army National Guard, current military members of the North Carolina Army National Guard and individuals who are eligible and willing to enlist in the North Carolina Army National Guard.

HOW TO APPLY: Interested applicants may apply by submitting an Application for Federal Employment (Standard Form 171), Optional Application for Federal Employment (Optional Form 612), resume or any other form of application. It is **REQUIRED** that the Knowledge, Skills and Abilities (KSA) listed below be addressed and attached to the application. The application and KSA Statement should be mailed to the North Carolina National Guard, ATTN: OTAGNC-HRO, 4105 Reedy Creek Road, Raleigh, NC 27607-6410. It must be received not later than the closing date or if mailed postmarked by the closing date. **NOTE: Information that must be provided when applying for a technician position is as follows: announcement number; name; address; telephone number; social security number, date of birth; citizenship; education; work experience; and other job-related qualifications. For more information, call 1-800-621-4136 ext. 6172/6431. Faxed or E-mailed copies will not be accepted.**

QUALIFICATION REQUIREMENT: Must have 36 months specialized experience that demonstrates that the applicant has acquired the below listed KSA's. Education may be substituted for experience when applicable and the appropriate transcripts are submitted with application. In-service placement actions will be considered when applicable.

KNOWLEDGE, SKILLS ABILITIES (KSA'S)

Below are listed the KSA's for this position. Applicants **MUST** address each KSA individually in paragraph format by explaining any civilian and military work experience (**WITH DATES**) that provided that KSA. It is **REQUIRED** that this statement be attached to the application. Failure to do so will result in the applicant not being considered for this position. For more information or assistance, call **1-800-621-4136 ext. 6172/6431**.

1. Knowledge of the principles and standard practices of management.
2. Knowledge of the techniques of organization, direction, coordination and control.
3. Ability to formulate and execute long range plans and programs.
4. Skill in oral and written communication.
5. Ability to give specific guidance relative to a particular program.

CONDITIONS OF EMPLOYMENT: 1. **Occupants of this position must maintain continuous military membership in the North Carolina Army National Guard (NCARNG). NCARNG status (military grade, MTOE or TDA assignment, MOS/SSI, military unit) and experience must be entered on the application. The recommended applicant will not be approved for appointment until they occupy a compatible MOS in the NCARNG shown under Military Assignment below.** 2. **The applicant selected for this position will be required to participate in the Direct Deposit/Electronic Fund Transfer Program.**

MILITARY ASSIGNMENT: Assignment to a compatible **Officer or Warrant Officer** position in the NCARNG is mandatory. [**O: 54A, 50A/WO: 011A/350A/420A**]

EVALUATION FACTORS USED: Personal interviews, review of application and the KSA Statement.

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PRINCIPAL DUTIES AND RESPONSIBILITIES: (1) Serves as an advisor on force readiness, force structure, force integration, and Status Of Resources Training System (SORTS). Plans, organizes, coordinates, implements, evaluates and provides technical guidance to units and major commands in the state. These tasks are completed as a result of detailed and comprehensive studies which require new or substantially modified work methods, procedures, systems such as the feasibility of organization/ reorganization, activation/deactivation, and location/relocation of units in the state's force structure. Determines capabilities of a community to support certain types or sizes of units, compatibility of the unit to the community, training areas available, physical facilities, etc. Develops and recommends plans, procedures and policies pertaining to programs such as military personnel development (ways to increase military occupational specialty (MOS) qualifications), equipment availability, unit assignments and utilization to improve readiness, maintenance and training. Advises and persuades management officials to adopt proposals resulting in substantial changes in programs or procedures. Develops the state long range Force Integration Plan: Analyzes the management of the state ARNG Force Integration Program.

Analyzes integrating new doctrine and force structure in the most effective manner possible, while maintaining acceptable readiness levels. Provides general direction on force integration actions through publication of the state long range Force Integration Plan which includes evaluation of each planned action in terms of structure, personnel, equipment resources, training plans and facilities. Keeps abreast of force integration by attending force integration staff officer training. May keep abreast of operations research system analysis techniques by attending training courses, conferences, reviewing technical literature, etc. Coordinates the development and update of pre and post mobilization Table of Distribution and Allowances (TDAs). Analyzes new authorization documents, identifies conflicts, substantive changes and doctrinal issues, and recommends courses of action. Identifies and recommends priorities for integration of new doctrine and equipment into the existing multi-echelon, combined arms, and state training program. Establishes long term and near term milestones for force integration actions and ensures integration into the state training calendar. 12 R8680000 , Develops and publishes letters of instruction for force integration actions. Manages information associated with force integration initiatives. Consolidates and provides analysis of system-specific information contained in the Army Modernization Information Memorandum (AMIM), Materiel Fielding Plans (MFPs), organizational information found in the Table Of Organization and Equipment (TOES), Modified Table Of Organization and Equipment (MT0E.s) and the Force Modernization Master Plan (FMMP) and doctrinal information contained in field manuals, field and training circulars and Army Training and Evaluation Programs (ARTEPs). Extracts and provides pertinent data up and down the chain of command and across functional boundaries.

Serves as point of contact for fielding of new and displaced equipment. Coordinates equipment fielding directly with Department of Army (DA), Major Commands (MAcOMS), other DA agencies, State Area Command (STARC) staff and subordinate units. Conducts and monitors new and displaced equipment transfers. Collects and evaluates feedback of same.

Performs other duties assigned.

INSTRUCTIONS TO COMMANDERS/SUPERVISORS: This position vacancy announcement will be given the broadest possible dissemination. A copy of this announcement will be posted to your unit/activity bulletin board.

ADDITIONAL INSTRUCTIONS: 1. Applicants are requested to identify, on a separate sheet of paper, their race and national origin from one of the following categories; Male or Female; American Indian or Alaskan native; Asian or Pacific islander; Black, not of Hispanic origin; Hispanic; White, not of Hispanic origin. Submission of this information is voluntary and will be used in support of the NCNG Equal Employment and Affirmative Action Programs. 2. A PCS will not be authorized for the individual selected for this position unless agreed upon in advance by HRO and a PCS order is prepared prior to effective date. Applicants will be advised in writing at the interview. 3. Participants in the Selected Reserve Incentive Program will be administered as prescribed by NGB Pamphlet 600-15. 4. Males born on or after 1 January 1960 must be registered with the selective service in order to be considered for federal employment.

INFORMATION SUBMITTED WILL BE USED ONLY IN ACCORDANCE WITH THE PRIVACY ACT OF 1974

DISTRIBUTION: A, B, C-2, G-25, H-3, J-3, K-3, M, N-12, P-9, Q, W-2, Y-2, R: HRO-1, AGAV-1, AGCS-3, DCSANG-1, 0G4 -4, G3-3, G1 -3, FMCB-2, IG-1, SCSM-1, SRAA-1, VCSOP-1

